



**The Task Force on Trial Court Employees**  
455 Golden Gate Avenue, San Francisco, California 94102

December 27, 1999

TO: The Governor of the State of California; Members of the Legislature; the Judicial Council; The Judiciary; The Trial Courts; Counties; local and state employee organizations, and other interested parties:

Enclosed is the final report of the Task Force on Trial Court Employees. In this report, the task force documents its final recommendations for a personnel system for trial court employees, including a recommended employment status.

As indicated in previous correspondence that accompanied the first and second interim reports issued earlier this year, the task force was created by the Lockyer-Isenberg Trial Court Funding Act of 1997 (Act). The task force was asked to consider an appropriate personnel system and employment status for trial court employees. The Act mandated that the task force complete specific studies and analyses prior to submitting its recommendations for a personnel system for trial court employees.

I am pleased to report that the task force has completed all required studies and analyses, and has developed detailed recommendations on all components of a trial court personnel system. The task force unanimously adopted the components for the personnel system, and recommended court employment status for trial court employees. Components recommended for the personnel system include:

- Employee Selection and Advancement
- Employment Protection and Governance
- Employee Classification, Salaries, Benefits and Retirement
- Meet and Confer

In making its recommendations, the task force took into consideration the needs of the entire court system, including differences in retirement systems, benefits, status, and local personnel issues. At the forefront of all recommendations was the major objective to minimize the disruption of the trial court workforce and to protect the rights accrued by employees under their current systems. Task force

Final Report of The Task Force on Trial Court Employees

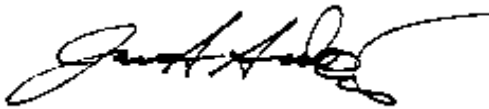
members also placed emphasis on developing a personnel system with local flexibility and statewide applicability. Of further concern to the task force was that state funding levels would not increase as a result of the recommended personnel system, and to ensure that the courts would maintain local control over budget and personnel decisions.

If accepted by the Legislature, this personnel system will replace any aspects of county employment that applied to trial court employees prior to the adoption of the recommendations of the Task Force on Trial Court Employees, with exceptions to certain benefit programs administered and serviced by the counties. Please refer to the Executive Summary for an overview of the task force's recommendations. More detailed information regarding the specific components of the recommended personnel system can be found in the body of the report.

Despite the task force's diverse composition, members were extremely successful in collaboratively developing and unanimously adopting personnel system recommendations that make up the final report. Task force members worked tirelessly, diligently, and expeditiously in accomplishing all of the mandates with which they were charged. After much discussion and careful and thoughtful consideration, the members unanimously adopted the recommendation for court employment status for trial court employees. I would like to publicly thank task force members for their efforts in developing this new personnel system for trial court employees, and staff for their outstanding support to the task force.

On behalf of the Task Force on Trial Court Employees, it is with great pride that I present this final report of the task force's recommendations for a personnel system for trial court employees.

Sincerely,

A handwritten signature in black ink, appearing to read "James A. Ardaiz", with a stylized flourish at the end.

Justice James A. Ardaiz  
Chair, Task Force on Trail Court Employees

Enclosure